

**TENNESSEE GENERAL ASSEMBLY  
FISCAL REVIEW COMMITTEE**



**FISCAL NOTE**

**HB 598 - SB 630**

February 28, 2011

**SUMMARY OF BILL:** Defines “sex,” for the purposes of the Tennessee Human Rights Act (THRA), as the designation of an individual as male or female as indicated on the individual’s birth certificate. Prohibits a local government from imposing an anti-discrimination policy that changes the definition of discriminatory practices contained in the THRA or other types of discrimination recognized by state law and prohibits a local government from imposing an employment practice that mandates health insurance benefits, a minimum wage, or family leave requirements other than those authorized under existing state law or federal statutory requirements. Defines “local government” as a municipality or county with county including any county having a metropolitan form of government.

**ESTIMATED FISCAL IMPACT:**

**NOT SIGNIFICANT**

Assumptions:

- Davidson County’s anti-discrimination policy currently forbids discrimination on the basis of race, color, national origin, gender, gender identity, sexual orientation, age, religion, creed, or disability.
- The provisions of this bill will not change the current policies of state or local government. Any increase in the number of inquiries made to the Tennessee Human Rights Commission or Davidson County will not be significant and will not result in a significant fiscal impact.
- Prohibiting the extension of local government anti-discrimination employment policies to private contractors or employers beyond the parameters established by state and federal law will not result in a significant impact to state or local governments.

**HB 598 - SB 630**

**CERTIFICATION:**

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in blue ink, reading "James W. White". The signature is fluid and cursive, with the first name "James" written in a smaller, more compact script than the last name "White".

James W. White, Executive Director

/agl